



A Division of the American Counseling Association

NCDA Annual Membership Meeting Report

June 29, 2023

Inspiring Careers – Empowering Lives

**305 N. Beech Circle, Broken Arrow, OK 74012
www.ncda.org**

PRESIDENT'S WELCOME MESSAGE

Career Development Across the World: Making Connections and Increasing Access to Impact the Global Labor Market



Dr. Lakeisha Mathews, NCDa President 2022-23

NCDa has had a wonderfully productive year as we recovered from the global pandemic. As President of our great organization, I have been overwhelmed by the hundreds of thousands of hours that members of NCDa's Board of Directors, committees, councils, task forces, and commissions have devoted to making our association even better. It is with sincere gratitude to all who have contributed to NCDa's success that we share with you this Annual Membership Meeting report.

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NCDA’s fiscal year ends on September 30, 2023. At that time, all committees, councils, and commissions will have their annual reports posted to the Committee section of the website. Minutes of all Board of Directors Meetings are posted on the NCDA website under About NCDA for all members to review.

ANNUAL MEMBERSHIP MEETING AGENDA

June 29, 2023

2023 Global Career Development Conference

| | |
|---|--|
| Call to Order | Lakeisha Mathews, President |
| Approval of Agenda | Lakeisha Mathews, President |
| Approval of 2022 Annual Meeting Minutes | Lakeisha Mathews, President |
| Membership Report | Lakeisha Mathews, President |
| Treasurer's Report | Deanna Knighton, Treasurer |
| Nominations and Elections | Sharon Givens, Past President |
| Professional Development | Melissa Venable, Director |
| Credentialing Report | Aaron Leson, Director Jessica Worny Janicki, Commission Chair |
| ACA Report | Lisa Severy, ACA Governing Council Representative |
| Adjourn | Lakeisha Mathews, President |

MINUTES FROM 2022 ANNUAL MEMBERSHIP MEETING

Tuesday, June 27, 2022

Meeting called to order by Sharon Givens, NCDA President, at 4:33 PM PT. It was shared that the 2022 Annual Meeting Report was posted in the conference app and on the NCDA website and would be a helpful resource to follow during this meeting.

As the meeting began, we had 64 members present, which would constitute a Quorum with 33 serving as a majority vote.

Approval of the Agenda:

Sharon Givens requested approval of the agenda and indicated that this was in the Annual Meeting Report on page 4.

MOTION was made by David Ford (New Jersey) to approve the 2022 Annual Membership Meeting Agenda.

Seconded by Lisa Severy (Colorado).

Motion passes unanimously. (All in favor, no opposing votes, no statement of abstention)

State of the Association:

Sharon Givens shared her Presidential goals and highlighted accomplishments from the year, such as: re-establishing the membership committee, facilitating significant professional development and learning expansion, development of new publications, and enhancing events and training collaborations.

Approval of 2021 Annual Meeting Minutes:

Sharon Givens requested approval of the 2021 Annual Meeting Minutes. She reminded attendees that these were available in the Annual Meeting Report, beginning on page 5.

MOTION was made by Tina Peterman (Oregon) to approve the 2021 Annual Membership Meeting Minutes.

Seconded by Courtney Warnsman (Texas).

Motion passes. (All in favor, no opposing votes, no statement of abstention)

Membership Report:

Sharon Givens reviewed the Membership Report, which was provided on page 8 in the Annual Meeting Report. We currently have 5,618 members and NCDA has a history of steady membership. We continue to be pleased with the number of Organizational Members, representing businesses and institutions, both domestic and international. As those numbers continue to rise, we hope it will bring us over 6,000 in the coming years.

Natalie Kauffman (Maryland) noted that a breakdown of the number of international members was not evident in the Membership Report within the Annual Meeting Report documentation. This omission was immediately addressed – 709 members (12.6%) reside in international locations.

Treasurer's Report:

Charles Lehman, NCDA Treasurer, outlined overall revenues and expenses for NCDA, and projected revenues and expenses for the remainder of this fiscal year. The treasurer's report was provided on pages 9 and 10 of the Annual Meeting Report.

Information was provided for the Fiscal Year 2020-2021, with comparisons to the previous two fiscal years. Current Net Assets for the year show strong holdings for NCDA at over one million dollars, a noted increase compared to the previous two fiscal years. Many factors contributed to this fiscal health including the virtual conference, increased training and education revenues, and so on. The auditors express no concerns. Your association is in excellent financial condition.

MOTION was made by Rubin Britt (New Jersey) to approve the 2022 Treasurer's Report. Seconded by Don Schutt (Wisconsin).

Motion passes. (All in favor, no opposing votes, no statement of abstention)

BUSINESS MEETING

Nominations and Elections:

Past-President Seth Hayden recognized the Nominations and Elections Committee for work during the past year. This group included Spencer Niles and Lakeisha Mathews. The slate of candidates was presented, with biographies provided in the Annual Meeting Report (beginning on p.11).

Seth Hayden announced that the general election will begin immediately after the runoff and will continue through August 15, 2022.

The candidates:

Candidates for President-Elect-Elect

- Marty Apodaca
- Ron Cathey

Treasurer

- Deanna Knighton
- Mason Murphy
- Janet Wall

ACA Governing Council Rep (not in attendance)

- Kathy Evans

Trustee for Private Practice, Business/Industry & Agencies

- Courtney Warnsman

Candidates for Trustee – At Large

- Rachel Coleman
- Jim Peacock
- Angie Smith
- Melissa Wheeler

No additional nominations were received from the floor.

MOTION was made by Deb Osborn (Florida) to close nominations for the slate of candidates. Seconded by Laura Wise (Michigan).

Motion passes unanimously. (All in favor, no opposing votes, no statement of abstention)

Each President-Elect-Elect candidate provided a 3-minute speech as an opportunity to outline their candidacies.

Sharon Givens explained that a runoff election for the positions of Treasurer and Trustee – At Large would narrow the field of candidates to two candidates each. A link was included on the conference app for voting. Members had until midnight to cast their votes. Assistance could be found at the registration desk for those who had questions about voting. The final slate of candidates would be announced after the second general session meeting on June 28, 2022.

New Nominations and Elections Committee for 2022-2023:

Sharon Givens shared that our final business item was to form a new Nominations and Elections Committee for next year. The NCDA policy states that the committee shall include the last three presidents, with immediate Past-President as Chair, plus two members nominated from the Annual Membership Meeting. A call was made for volunteers, and names were accepted in the order received in the chat.

The volunteers are Karol Taylor (Maryland) and Charles Lehman (New Mexico).

Mentoring Initiative

Melanie Reinersman introduced the new NCDA Mentoring Program initiative that is designed to provide opportunities for early career professionals (2 – 5 years in the field) to be mentored by accomplished, experienced professionals (10+ years in the field, with NCDA leadership experience) who share similar interest, experiences, and goals. The first iteration of the program will run from October 2022 to September 2023.

Professional Development Opportunities

Melissa Venable shared insights from her new role as NCDA's Professional Development Director. NCDA's professional development opportunities are expanding, with input from the professional development member survey which helped establish priorities for activities.

A new learning management system has been identified to host online activities and interactions. We will refer to this as the NCDA Hub. It will include on demand self-paced courses, with three micro-courses related to DEI in production now.

NCDA has also recently launched a podcast series (three episodes are currently available with more coming soon), and we are continuing an ongoing monthly webinar series with opportunities to earn Continuing Education (CE) credit.

NCDA Credentialing Commission

Tina Peterman introduced the current commissioners and shared that the commission is looking for a new member who is a counselor educator with interest in K-12 and assessment experience.

Aaron Leson share that NCDA is nearing 3,000 credentialed members. With our initial credentialing vision beginning just five years ago, this is strong progress. Additionally, momentum for credentialing is growing both domestically and internationally.

MOTION was made by Diane Schmidt (Kansas) to adjourn.

Seconded by Jim Peacock (Maine).

Motion passes. (All in favor, no opposing votes, no statement of abstention)

The Annual Meeting adjourned at 5:17PM PT.

MEMBERSHIP REPORT

Membership Category

| | | |
|----------------------------|--------------|-------------|
| ACA/NCDA Members | 261 | 5% |
| NCDA Regular Members | 2,367 | 44% |
| Students | 274 | 5% |
| New Professionals | 580 | 11% |
| Retired/Emeritus | 143 | 3% |
| Life | 15 | 0% |
| Promotional | 880 | 16% |
| Organizational (156 total) | 872 | 16% |
| Total | 5,392 | 100% |

Method of Joining

| | | |
|--------------|--------------|-------------|
| Through ACA | 379 | 7% |
| Through NCDA | 5,013 | 93% |
| Total | 5,392 | 100% |

Workplace/Role

| | | |
|---------------------------|--------------|-------------|
| Counselor Ed/Researcher | 391 | 9% |
| Higher Ed Career Services | 1,713 | 41% |
| School Counselors & Spec | 413 | 10% |
| Other | 421 | 10% |
| Agencies | 310 | 7% |
| Business and Industry | 265 | 6% |
| Private Practice | 533 | 13% |
| Graduate Students | 143 | 3% |
| Total | 4,189 | 100% |

Ethnicity

| | | |
|----------------------------------|--------------|-------------|
| Asian/Asian American | 368 | 10% |
| Black/African American | 653 | 18% |
| Hispanic/Latina/o/x | 207 | 6% |
| Middle Eastern/North African | 44 | 1% |
| Multi-Racial | 40 | 1% |
| Native American/Alaskan Native | 27 | 1% |
| Native Hawaiian/Pacific Islander | 6 | 0% |
| Not Listed | 106 | 3% |
| White/Caucasian | 2,241 | 61% |
| Total | 3,692 | 100% |

Degree

| | | |
|-------------------------|--------------|-------------|
| Associate's/Certificate | 90 | 2% |
| Bachelor's | 683 | 17% |
| Master's | 2,654 | 64% |
| Ed Specialist | 81 | 2% |
| Doctorate | 608 | 15% |
| Total | 4,116 | 100% |

Degree Type

| | | |
|----------------|-------------|-------------|
| Counseling | 1674 | 51% |
| Non-Counseling | 1578 | 49% |
| Total | 3252 | 100% |

Age

| | | |
|---------------|--------------|-------------|
| 20s and under | 251 | 9% |
| 30s | 638 | 22% |
| 40s | 748 | 26% |
| 50s | 773 | 26% |
| 60s | 378 | 13% |
| 70+ | 138 | 5% |
| Total | 2,926 | 100% |

Gender

| | | |
|--------------|--------------|-------------|
| Man | 843 | 21% |
| Woman | 3,065 | 78% |
| Nonbinary | 18 | 0% |
| Total | 3,926 | 100% |

Credentials Awarded

| | | |
|----------------------|-------------|-------------|
| CCC | 410 | 12% |
| CCCE | 14 | 0% |
| CCSCC | 27 | 1% |
| CCSP | 2391 | 73% |
| CCSP-AP | 165 | 5% |
| CMCS | 196 | 6% |
| CSCDA | 81 | 2% |
| Total Awarded | 3284 | 100% |

Region

| | | |
|--------------|-------------|-------------|
| US Based | 5006 | 90% |
| Outside US | 562 | 10% |
| Total | 5568 | 100% |

TREASURER'S REPORT

| <u>REVENUES</u> | FY 2021-22 | FY 2020-21 | FY 2019-20 |
|---|-------------------|-------------------|-------------------|
| Conferences/Institutes | 549,802 | 372,701 | 193,194 |
| Membership Dues | 342,819 | 341,044 | 320,690 |
| Training and Education Revenue | 445,497 | 430,236 | 327,231 |
| Credentialing Commission | 114,624 | 144,286 | 113,363 |
| Publication Sales | 95,452 | 78,289 | 83,858 |
| Other Income (royalties, advertising, etc.) | 56,765 | 39,236 | 53,847 |
| Non-Member CDQ Subscriptions | 19,165 | 30,047 | 34,137 |
| Investment/Interest Income | (89,780) | 65,949 | 37,852 |
| Second Century | 0 | 100 | 6,787 |
| Total | 1,534,334 | 1,501,888 | 1,170,959 |
| | | | |
| <u>EXPENSES</u> | | | |
| Conference/Institutes | 464,650 | 226,440 | 110,963 |
| Publications | 53,235 | 36,952 | 59,148 |
| Magazine | 18,532 | 15,947 | 31,243 |
| Training and Education Expense | 109,121 | 96,321 | 62,347 |
| Credentialing Commission | 108,691 | 95,209 | 95,195 |
| Marketing/Member Services | 65,852 | 61,330 | 41,587 |
| Second Century | 0 | 9,857 | 0 |
| Journal | 18,544 | 34,195 | 33,119 |
| International Dues | 2,099 | 2,242 | 4,762 |
| Miscellaneous and Prof Fees | 135,640 | 129,934 | 75,660 |
| Research Grants | 2,360 | 500 | 500 |
| Technology | 30,321 | 40,654 | 28,737 |
| Support Services | | | |
| General/Administrative | 392,400 | 411,000 | 381,000 |
| Governance | 143,674 | 43,949 | 63,865 |
| Total | 1,545,119 | 1,204,530 | 988,126 |
| | | | |
| Change in Net Assets | (10,775) | 297,358 | 182,833 |
| | | | |
| Net Assets, beginning of the year | 1,017,530 | 720,172 | 537,339 |
| | | | |
| Net Assets, end of the year | 1,006,755 | 1,017,530 | 720,172 |

ASSETS AND LIABILITIES

| ASSETS | FY 2021-22 | FY 2020-21 | FY 2019-20 |
|--|-------------------|-------------------|-------------------|
| Cash | 710,709 | 640,588 | 406,226 |
| Marketable Securities | 435,303 | 522,540 | 470,708 |
| Acct Receivable | 49,294 | 14,982 | 11,773 |
| Pre-Paid Expenses | 0 | 0 | 0 |
| Inventory | 21,648 | 29,004 | 18,509 |
| Cash/Securities restricted | 0 | 2,970 | 6,787 |
| TOTAL | 1,216,954 | 1,210,084 | 914,003 |
| LIABILITIES | | | |
| Payables and Accrued Expenses | 3,875 | 8,106 | 9,863 |
| Deferred Revenues | 206,324 | 184,448 | 183,968 |
| TOTAL | 210,199 | 192,554 | 193,831 |
| NET ASSETS | | | |
| Unrestricted Net Assets | 1,006,755 | 1,017,530 | 710,415 |
| Temporarily Restricted Net Assets | 0 | 0 | 9,757 |
| TOTAL | 1,216,954 | 1,210,084 | 720,172 |
| TOTAL LIAIBILITIES AND NET ASSETS | 1,216,954 | 1,210,084 | 914,003 |

The Treasurer's Report is based on the final audit report provided by Morse & Company Consultants and Certified Public Accountants, based in Tulsa, OK.

SLATE OF OFFICERS
For the
2023 NCDA Board Elections

President-Elect-Elect

Celeste Hall
Dirk Matthews

Secretary

Sujata Ives
Julia Makela
Melissa Wheeler

Trustee for Higher Education

Cecil Broadnax, Jr.
Mason Murphy

Trustee for Schools

Carla Cheatham
LeAnn Morgan

*Per NCDA Policy, the Nominations and Elections Committee selects candidates per office. If an office has more than two candidates, a run-off election will be conducted during the Annual Membership Meeting to narrow each office to only two candidates. The two candidates with the highest votes will move on to the general membership election. The election voting starts after the close of the conference and continues through August 15th. Results are posted and disseminated by August 30th after each candidate is notified of the results.

Celeste Hall. MEd, CCSP

Candidate for President-Elect-Elect



Celeste Hall is the Coordinator of Career Coaching Certification at the Virginia Community College System. She is an FCD Instructor and contributor to Chapter 13 of the FCD curriculum who also taught career development in the School Counseling Program at Virginia Commonwealth University. She is a certified school counselor and worked in K-12 schools for 31 years.

She has served on the FCD Advisory Council/ Training and Education Council in addition to serving the K-12 Constituency on the NCDA Board for two terms. She has served as liaison to the National Career Development Month, Diversity Initiatives and Cultural Inclusion and Awards Committees as well as the Training and Education Council and the Credentialing Commission.

Goal Statement:

I was curious. So, my husband and I went to see the film, “Everything, Everywhere, All at Once”. I enjoy science fiction, so the concept of the multiverse is intriguing to me. I am still mentally processing the film. Being a part of NCDA and serving on the Board can seem like functioning in a multiverse. We are increasingly everywhere with members who live in the U.S. and many other countries. With our wide range of committees led by volunteers and our phenomenal management team, so much is happening all at once.

As Board leaders, we listen to and engage with other members and bring our knowledge, skills and experience to the table to create initiatives, make decisions and communicate a vision for the organization. My focus in leadership has always been to listen, learn and process information to contribute to making decisions through which NCDA can serve the needs of our membership with integrity, inclusivity, and fairness. When I first joined NCDA, I found a community of welcoming and supportive career development professionals. I felt at home. My hope is that all of our members and visitors feel that way.

NCDA has not only survived but thrived in the last three years. We are a vibrant organization benefiting from strong leadership. New programs have been created and services have been enhanced. As we continue to advocate for more support for career development for people of all ages, we will also build new leaders to make what we do better. I am confident and hopeful for what NCDA can continue to do everywhere, all at once.

Dirk Matthews MS, CMCS, FCDI

Candidate for President-Elect-Elect



Dirk Matthews brings a diverse background of experience to career development that is fueled by his work as a therapist, educator, photographer, and filmmaker. He is a leader in career services and an educator at Columbia College Chicago. He is a private practitioner in career development and the owner of an architectural photography business. Dirk has provided career services in higher education and to adults for the past 23 years while teaching film and career preparation courses for 26 years. In addition, he is a Facilitating Career Development Instructor.

Dirk currently serves as chair of the NCDA Training and Education Council. Previously he served as co-chair of the Technology Committee for three years. Currently, he is the Senior Director of Alumni Relations at Columbia.

Dirk received his master's degree in organizational psychology from California Southern University. He has been published in NCDA's *Career Developments* and several journals and has presented over the last 16 years on subjects ranging from film analysis, portfolio development, and career development. His recent research focuses on the impact of the pandemic on organizations.

Goal Statement

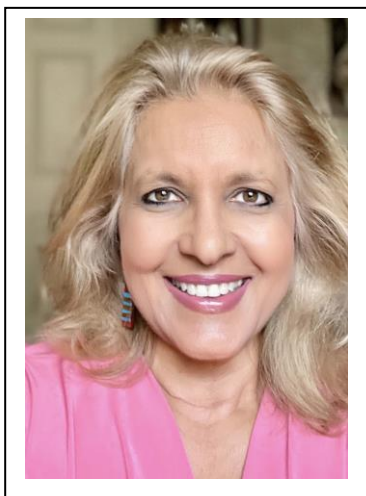
Originally drawn to the openness and accessibility of the NCDA organization, I seek to make resources available to a wider range of individuals. Many resources come with steep price tags that eliminate access for underfunded agencies and underserved populations. As a leader in career development, NCDA has a unique opportunity to diversify resources and support individuals and organizations with limited budgets to better prepare individuals for their careers.

My plan would strengthen the community of career development practitioners and develop initiatives that provide shared information for individuals and their institutions. I will expand and enhance the NCDA Mentorship program to strengthen our community and identify and implement ways to expand our use of technology. To ensure the longevity and continued health of the organization, I plan to utilize organizational psychology tools to identify and highlight the strengths of the organization. I will also develop strategies to support areas that need additional attention.

I look forward to the opportunity to serve NCDA and the membership in a deeper leadership capacity.

Sujata Ives, PhD, GCDF-I, OWDS-I

Candidate for Secretary



Sujata Ives is a career developer in private practice. She is the current president for the Maryland CDA; the current Leadership Support Liaison for the Global Connections Committee of the NCDA; the current Associate Chair for the International Committee of the American Counseling Association. She has twenty-five years of experience in counseling, developing, coaching, mentoring, training, and teaching. Through her eighteen military dependent moves she earned more than ten certificates, plus the GCDFI and OWDSI, became proficient in the delivery of work and life designs, and gained vast experience by serving on eight boards and being president of three. She was chosen to participate in NCDA's Leadership Academy this year and is in the process of developing a program that will help this organization to become a model for sustainability.

Sujata earned her PhD in Educational Cognitive Psychology from Walden University; an MA in Educational Communications & Technology from New York University; and a BA in the Biological Sciences from Goucher College. In addition, she has a post-graduate certificate from Harvard University School of Law Program on Negotiation in Mediation; and a second post-graduate certificate from Johns Hopkins University in Administration and Supervision. Sujata has been an avid presenter for national and international audiences for the past twenty-five years, where she has also published articles in peer-reviewed journals such as *Career Development Volume 32, Number 4 ISSN 0736-1920*; and in the professional magazine, *SHRM Magazine*, from the Society for Human Resource Management; and next month, her article on Interculturalism will be published in ACA's *Counseling Today* magazine. She received two coveted awards through the military community for her innovative teamwork and was awarded an Emerging Leader award through a division of the American Counseling Association. She was the recipient of the Best Paper award through the prestigious management university, JAIN University, in India.

Goal Statement:

My commitment to NCDA is steadfast through the following 3 goals: Diversity and Inclusion, Creating Learning Communities for Identity Establishment, and Membership Engagement. After working around the globe, I am elated to find a work-homebase at NCDA. Through proficiency in chain-of-commands and life-long learning in the helping professions, I am able to empower and inspire diverse audiences and emerging leaders. I convey courage in an authentic manner where grateful individuals and diverse audiences respond positively to, both, my written and spoken words.

NCDA is the apex of career engagement and workplace development for this world!

My eighteen military dependent moves and tours on three different continents gave me judicious skills in cross-cultural communication and cultural community-building, where trans culturalism and interculturalism come effortlessly. Career leaders need to be empowered and my expertise in helping global leaders can be utilized here to help activate success and cohesiveness through relevant theories, best practices, and global connections. In order to be a great leader, one must be a great follower. Pertinent durable and transferable skills, emotional intelligence, cultural intelligence, and conscious leadership can be most helpful in a professional association of this magnitude.

Julia Makela, PhD, CCC

Candidate for Secretary



Julia Makela is Senior Director of the College of Liberal Arts and Sciences Career Services at the University of Illinois Urbana-Champaign. With more than 20 years of experience in career development, Julia's work focuses on helping career practitioners bring out the best in their programs and services. In 2019, Julia was recognized as a NCDA Fellow, acknowledging her leadership, scholarship, and contributions to NCDA.

Julia is best known for her work in program assessment in career services. For more than a decade, Julia has been a strong voice for data ethics and quality, practitioner-engaged program assessment, and equity-minded assessment in the career development field. Julia is the lead author of NCDA's program assessment monograph, *Learning Outcomes Assessment Step-by-Step*. Enthusiastic about sharing this work, Julia is a sought-after educator both in the U.S. (e.g., Career Leadership Collective, Complete College America, MWACE) and internationally (e.g., APCDA, Career Industry Council of Australia, CERIC).

For NCDA, Julia serves as the current Secretary of the Board (2020-2023). She was a member of the 2006-2007 NCDA Leadership Academy and has served as a member of the Ethics Committee (2005-2021; Chair 2009–2012) and the Publications Development Council (2012-2020). She assisted with two revisions of the *NCDA Code of Ethics* (2007, 2015), provided lead authorship two NCDA ethics case study monographs (2009, 2017), and served as a mentor for the Leadership Academy (2019-2022) and the NCDA Mentoring Program (2022-present).

Julia earned a Ph.D. in higher education from University of Illinois, a M.S. in counseling from Florida State University, and a B.S. in computer science from Cornell University. She is a Certified Career Counselor (CCC).

Goal Statement:

I am passionate about supporting career development professionals and communicating the value of career services. In my first term as Secretary (2020-2023), I was delighted by the variety of opportunities to embrace these activities, including supporting the work of NCDA committees, mentoring new members, and emerging leaders, enhancing association data collection, sharing findings from the NCDA-Harris Poll, and documenting Board activities – just to name a few! Given the opportunity for a second term, I look forward to expanding upon these experiences. I am excited to continue with mentoring and committee liaison activities, while engaging in new ways with NCDA strategic planning initiatives. I will continue to contribute to association leadership efforts, while documenting Board activities in ways that provide high-quality information to both enhance decision-making and communicate the impact of our association.

Melissa (Missy) Wheeler, PhD, NCC, ACS

Candidate for Secretary



Melissa “Missy” Wheeler is a clinical assistant professor in the Department of Counselor Education at Sacred Heart University where she teaches future clinical mental health counselors remotely. She has previously taught online for two other university clinical mental health counseling programs where she oversaw teaching and revision of the Career Counseling course to online graduate students. She has also taught career development courses to undergraduate students. Her experience includes work in college career development centers, student success counseling, college student affairs, and academic advising. Missy earned her Master’s degree in Counselor Education from East Carolina University and her Doctoral degree in Counseling and Counselor Education from the University of North Carolina at Greensboro.

Missy has been an active member in NCDA including co-authoring a publication in *Career Convergence* with fellow members of the Research Committee. She participated in

both the NCDA Leadership Academy and the Counselor Educator Academy. She was also recognized with the NCDA Graduate Student Research Award in 2013. Missy enjoys supporting practitioners to develop research projects, teaching students how to advocate for the needs of clients and mentoring future practitioners. She has mentored other graduate students interested in college student development work and has a passion for helping students find their own career paths.

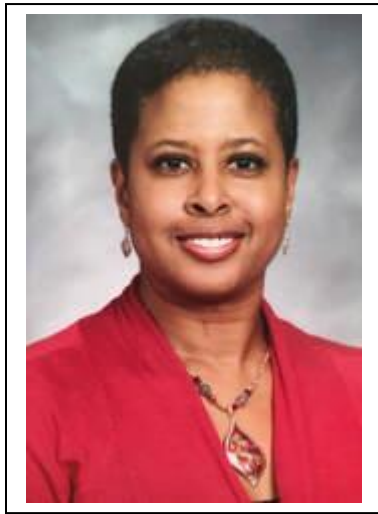
Missy currently serves as the Secretary for the Virginia Career Development Association where she had the honor of serving as President from 2020-2021. She is also an active member of the NCDA Research Committee, where she has served as co-chair in the past. Missy currently serves on the Committee on Diversity Initiatives & Cultural Inclusion where she supports the online resources subcommittee and the multicultural competencies revision task force. She is an active member of the Leadership Academy Development Committee and serves as a mentor in the NCDA Mentoring Program.

Goal Statement:

As Secretary, I hope to support the goals and strategic plan of the NCDA by contributing my strengths of active listening and organization with knowledge of the association’s history and values. I have experience navigating the challenges of meetings that involve stakeholders in multiple locations across the country to ensure information is accurate, accessible, and represents all contributing voices. I consider it an honor and privilege to serve NCDA and I am excited for the opportunity to work with the Board to further expand our organization’s mission.

Carla B. Cheatham, M.Ed., LCPC, NCC, GCDF, CSCDA

Candidate for Trustee – School Career Counselors and Specialists



Carla B. Cheatham is an Instructor at Governors State University and a doctoral candidate in the Counselor Education and Supervision program at GSU. Carla is a retired high school counselor, with over 25 years of experience. She has earned the Global Career Development Facilitator (GCDF) credential and the Certified School Career Development Advisor (CSCDA) credential. She has presented nationally on topics regarding antiracist school counseling and career development. Carla has contributed to the topic of equity and career development through several publications, including, *Using the ACA Advocacy Competencies as a guide to group work for supporting the career development of school-aged African American Males*, with Dr. Erin Mason.

Carla is the past president for the Illinois Association for Multicultural Counseling (IAMC). She is the current secretary for the Illinois Career Development Association (ICDA). She is a committee member for the National Career Development Association's Leadership Academy Committee. Her research focuses on school counseling work with minoritized students in career development. Carla received a M.Ed. in School Counseling from Georgia State University.

Goal Statement:

My goal in the position of School Career Counselor/Specialist Trustee is to build upon the work of the current trustee, including continued support of professional development opportunities for school career counselor career practitioners, and increasing the awareness and participation for the Poetry/Art contest. The language from the Every Student Succeeds Act (ESSA) and the American School Counselor Association (ASCA) for preparing students in career development/career readiness provides an opportunity for NCDA to create opportunities for school counselors to receive relevant training in these areas. It is important as school career counselor practitioners to understand the interconnectedness between academics, social-emotional, and career development. My goal is to provide effective and efficient virtual and in-person training opportunities for school counselors. The Council for Accreditation of Counseling and Related Educational Programs (CACREP) provides information regarding the training of school counselors in career development. My goal is to find a way to show the usefulness of NCDA for school counselors by targeting practicum and internship programs, as well as school site supervisors. It is imperative that our specialists are trained in recognizing oppressive systems that affect students and school counselors. My goal is to provide training and opportunities to advocate for minoritized students. I would also like to incorporate NCDA's global membership and connections to collaborate with school counselors from around the world to learn from each other regarding career development and global school systems.

LeAnn Morgan PhD, LPC, ACS, BC-TMH, CCSCC, Licensed School Counselor

Candidate for Trustee – School Career Counselors and Specialists



Dr. LeAnn Morgan is a counselor educator in the School Counseling Program at Walden University. She is a former School-to-Career Coordinator and High School Counselor. She is also a Certified School Counselor and Licensed Professional Counselor (LPC) in Colorado, as well as a Certified Career Counselor Educator (CCCE), Certified Clinical Supervisor of Career Counseling (CCSCC), and Approved Clinical Supervisor (ACS). She is a former board member and Division President (Counseling and Career Guidance) of the Colorado Association for Career and Technical Education (CACTE), former Governing Board Member of the Colorado Career Development Association (CCDA) and served for four years on the Colorado School

Counselor Association (CSCA) Governing Board. She is a graduate of NCDA's Leadership Academy (class of 2016), a former Chair of the NCD Month Committee, and the immediate Past-Chair of NCDA's Training and Education Council (TEC). She currently serves on NCDA's Credentialing Commission as the Commissioner for the Certified School Career Development Advisor (CSCDA) and the Certified Clinical Supervisor of Career Counseling (CCSCC) credentials and is the School Counseling Department column editor for NCDA's *Career Developments* magazine. Dr. Morgan also serves on the School Counselor Educator Advisory Board for "College Counseling Now," a research group within the Center for Equity and Postsecondary Attainment that focuses on college and career advising systems that increase equitable and accessible pathways to postsecondary success for all students. Dr. Morgan earned her Ph.D. in Counselor Education and Supervision from the University of Northern Colorado and has been a counselor educator for over 20 years. She has served as an Assistant and Associate Professor and Program Coordinator in school counseling and clinical mental health counseling programs across the country, including the University of Memphis, Northern Illinois University, the University of Texas at Tyler, and the University of Colorado-Colorado Springs.

Goal Statement:

My goals for working with the NCDA Board include supporting the mission of NCDA through demonstrated integrity and servant leadership; representing the immediate and long-term needs of our members with humility, and ensuring that diverse voices are heard, and members feel included, welcomed, and appreciated. I will advocate for programming and inclusion, so School Career Counselors and Specialists have the tools they need to successfully assist students to discover and connect with purposeful postsecondary educational and occupational opportunities, ensuring equity in often oppressive K-12 systems. It would be an honor to advocate for my constituents' needs through a process of listening, understanding, reflecting, and acting from a place of belonging that will make us stronger as a whole.

Cecil Broadnax, Jr., PhD

Candidate for Trustee – Higher Education Career Counselors and Specialists



Dr. Broadnax is a biomedical engineer turned educator, who invented medical devices credited with saving lives. His inventions are in every surgical operating suite. Dr. Broadnax was nominated for Engineer of the Year and has traveled the globe informing and training physicians on how to use his inventions and surgical procedures to ensure positive clinical outcomes.

Dr. Broadnax is a passionate believer in education's potential to shape and change lives. While attending graduate school, he was a volunteer teacher in West Philadelphia, which he credits for uncovering his unbridled passion for education as a way in which students can change their lives. That experience led him to several senior university appointments including Executive Director of Career Development Services; Dean of Student Services; and VP, Campus Director, and Faculty Member at Apollo Group. He sat on several university boards of trustees and advisory committees.

He has 30+ years' experience building and leading higher education initiatives, programs, and organizations; and was recognized for his work by receiving several bi-partisan appointments from 5 US Governors and President Clinton, in recognition of his noteworthy accomplishments and outstanding service to communities, states, and the nation. Dr. Broadnax is currently Director of Workforce Development, Career Services, Alumni Services, and Employer Relations at Bryan University, fields in which he has much passion and experience. He shares Bryan University's commitment to and passion for helping students gain access to, matriculate, and complete higher education certificates and degree programs, to ultimately help change their lives.

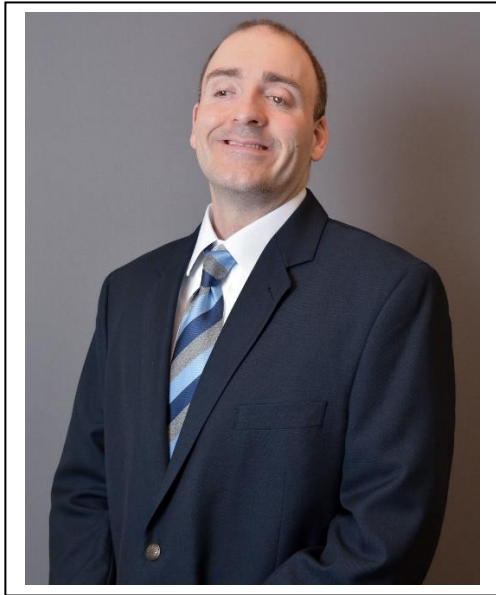
Goal Statement

My primary goal is to build meaningful and effective synergistic relationships across NCDA and its partner universities. By working collaboratively and collegially with other equally passionate and experienced higher education professionals, together we will accomplish much and generate, develop, implement, assess, and refine effective programs to elevate students' lives.

The power of effective career development is unlimited and a pivotal point of support and encouragement in a college student's life. I am well suited to provide the leadership through which NCDA can develop and support programs and processes that will encourage, support, and motivate students to pursue the profession of their dreams. We open the doors to their future, show them what's possible, and help them develop the foundation to succeed, thrive and lead. NCDA is a lifelong support system for students and graduates. I am encouraged and excited to lend my support, enthusiasm, and passion. This is who I am.

Mason Murphy, M. Ed., CMCS, MPA

Candidate for Trustee of Higher Education Career Counselors and Specialists



My areas of service to NCDA are as follows: Field Editor – *Career Convergence*, Associate Editor – Workplaces Section – *Career Convergence*, Chair, Leadership Academy Development Committee, Leadership Academy Participant, Credentialing Commission – Marketing Task Force, International Student Services Committee, Committee on Nominations and Elections, Committee on Diversity Initiatives and Cultural Inclusion, Conference Volunteer & Presenter.

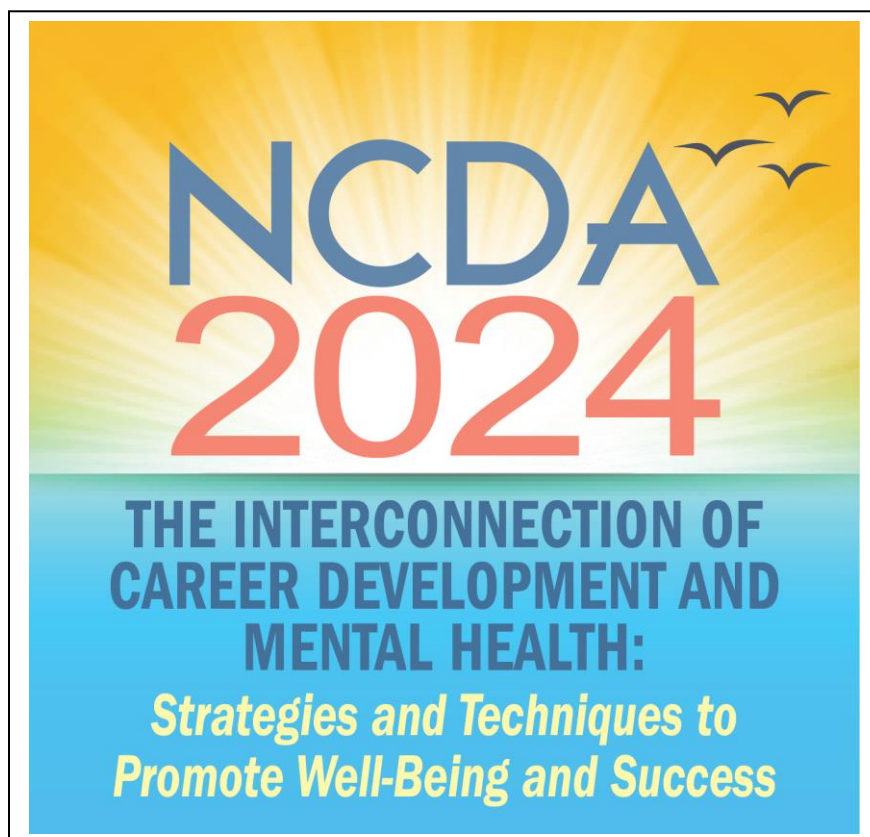
My educational background is as follows: Certified Master of Career Services – NCDA, Doctor of Philosophy – Adult, Professional, and Community Education (Pursuing) – Texas State University, Master of Professional Counseling – Completed 46 hours of coursework – Texas State University, Master of Public

Administration – Arizona State University, Master of Education – College Student Affairs – Azusa Pacific University, Bachelor of Arts, Communications/Journalism – Malone University

Goal Statement:

My goal for the trustee position is very simple - to be an advocate for the members within this constituency group. I believe I have a clear understanding of the day-to-day issues that career counselors are managing because I have worked in a higher education setting as a career counselor for twenty years. My goal is to have both a listening ear and an open heart to the concerns of the members. I am a first-generation student and career counselor with a visual impairment. I welcome all voices into the conversation about the current trends and needs of the students we serve on our campuses.

We hope to see you next year!



**June 26-28, 2024
San Diego, CA**